

Rep. Winkler, Michael

To: LABTestimony
Subject: HB 5591
Attachments: Ojective Job Evaluation_OJE_ Questionnaire Revised 3-07 .pdf; OJE5-200a-c.docx

Testimony by Representative Michael Winkler on Proposed House Bill No. 5591
An Act Concerning Pay Equity in the Workforce

The State of Connecticut has been ensuring pay equity for state employees through an Objective Job Evaluation statute since the late 1970s.

Criteria are applied to job duties using four grids and one line to assign point values to jobs. If your job falls within a range of points, you receive the same pay as everyone else in that point range. A Committee composed of equal numbers of managers and employees rank the jobs. The Committee developed considerable expertise and a shared understanding of the process.

For example, one of the criteria is degree of decision making. If you're following explicit instructions when performing your duties, you receive few points. If you're sitting in a living room and are considering numerous, interacting and not always clearly-defined factors when deciding whether or not to remove a child from a home, you receive a considerable number of points.

The point is, pay comparability can be established and equity is doable, in the public and private sectors, as has been done in state service for over thirty-five years.

When we started the Objective Job Evaluation, women nationally earned sixty-nine cents for every dollar men earned in comparable positions. Thirty-five years later we're at eighty-three cents. In thirty-five years, we've closed the gap by less than half. Clearly, greater effort is needed.

I've attached to my electronic testimony the "State of Connecticut Objective Job Evaluation (OJE) Questionnaire" and the job evaluation statutes.

I'd be glad to answer any questions.